
Merit Eligibility Criteria

The following criteria have been established for the UTRGV merit program effective 12/01/2018:

Faculty

To be considered for merit, faculty members must:

- Have been hired into a permanent tenured, tenure-track, or a 3-year non-tenure track position with an appointment date prior to September 1, 2017
- Are current on all compliance trainings required through UTRGV
- Have an annual faculty evaluation with an overall rating of Meets or Exceeds Expectation for the 2016-2017 academic year

- Non-eligible faculty:
 - One Year Appointment Lecturers on 9 or 12 month contracts

Note: Eligibility for merit does not guarantee an award

Staff

Staff employees are eligible for merit if they:

- Have had uninterrupted employment at UTRGV prior to December 1, 2017.
- Are current on all compliance trainings required through UTRGV
- Meet established Evaluation Criteria:
 - Classified Staff: Have an overall positive rating on their employee performance appraisal on file with the Human Resources office [evaluation rating of 3 out of 5] (and not have a disciplinary record with HR).
 - A&P: Have an evaluation on file (and not have a disciplinary record with HR).

- Non eligible:
 - EVP, VP, Sr. Associate/Associate/Assistant VP, Dean.
 - Staff in temporary positions (PeopleSoft funded positions meeting the above eligibility criteria will be considered for merit).

Note: Eligibility for merit does not guarantee an award.